

Exhibit "A"

HID Global

Fair Employment Policies and Practices



January 1, 2012

To: All Employees

Subject: **EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY**

The continued success of HID Global Corporation depends heavily on the full and effective utilization of qualified people, regardless of race, color, religion, sex, age, national origin, disability, pregnancy, medical condition, family care status, marital status, sexual orientation, veteran status and any other basis protected by federal or state law. We have a continuing obligation to hire and develop the best people we can find, basing our judgment on their job-related qualifications, not only because it is legally required but also because it is morally right and good business.

We will continue to direct our employment and personnel practices toward ensuring truly equal opportunity for everyone.

We intend that all matters relating to recruiting, hiring, training, compensation, benefits, promotions, transfers, layoffs, recall from layoffs, Company-sponsored educational, social and recreational programs and all treatment on the job will be free of discriminatory practices.

As opportunities for transfer, advancement and promotions occur, periodic reviews and analysis of personnel records will be made to ensure that all minority and female employees continue to receive equal consideration and that only valid requirements are imposed for these opportunities.

The Senior Human Resources Generalist, Mary Jane Rylaarsdam, will have responsibility for the implementation of our Affirmative Action Plan and is designated as the EEO Coordinator. With the cooperation and assistance of appropriate staff and operating personnel, the EEO Coordinator will monitor the Company's performance and report to the Vice President, Human Resources periodically on the results.

Please contact Ms. Rylaarsdam regarding any equal employment opportunity or affirmative action questions or concerns. She can be reached at (949) 732-2011.

We intend to measure ourselves against specific objectives that will continue to move our total employment practices forward with full and equal participation of all employees in the opportunities available at HID Global Corporation.

Thank you for your cooperation.

A handwritten signature in blue ink, appearing to read "Denis Hebert", written over a horizontal line.

Denis Hebert
President and CEO

Equal Employment Opportunity

HID Global is an equal opportunity employer and makes employment decisions on the basis of merit. We strive to hire and promote in order to have the best available person in every job. Company policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is **unlawful**.

All personnel actions such as hiring, compensation, benefits, job upgrades, promotions, transfers, layoffs, returns from layoff, disciplinary actions, terminations, Company-sponsored training, education, social and recreation programs are administered without regard to race, color, region, sex, sexual orientation, marital status, national origin, ancestry, age, disability, or any other basis protected by law.

The Company is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to **all** persons involved in the Company operations and prohibits unlawful discrimination by any employee of the Company, including managers and coworkers.

To comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, HID Global will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result.

If the Company determines that unlawful discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination. The Company will not retaliate against you for filing a complaint and will not knowingly permit retaliation by management employees or your coworkers.